

EXHIBIT 2135

DOCUMENT

PLACEHOLDER

This document was produced in native format.



INTUIT_034255
Confidential - Attorneys' Eyes Only

2135.1

Candidate Generation

Human Resources Operations Review

December 12, 2006

Traci Wicks
Jeff Jacobs



Intuit Confidential

Agenda

- What's Important
 - Context for Candidate Generation
 - Business Case
- How are we doing?
 - Positioning ourselves for Success
 - Metrics
- Priorities to Improve ... Discussion

DISCUSSION DESTINATION
[REDACTED]

2

December 12, 2006

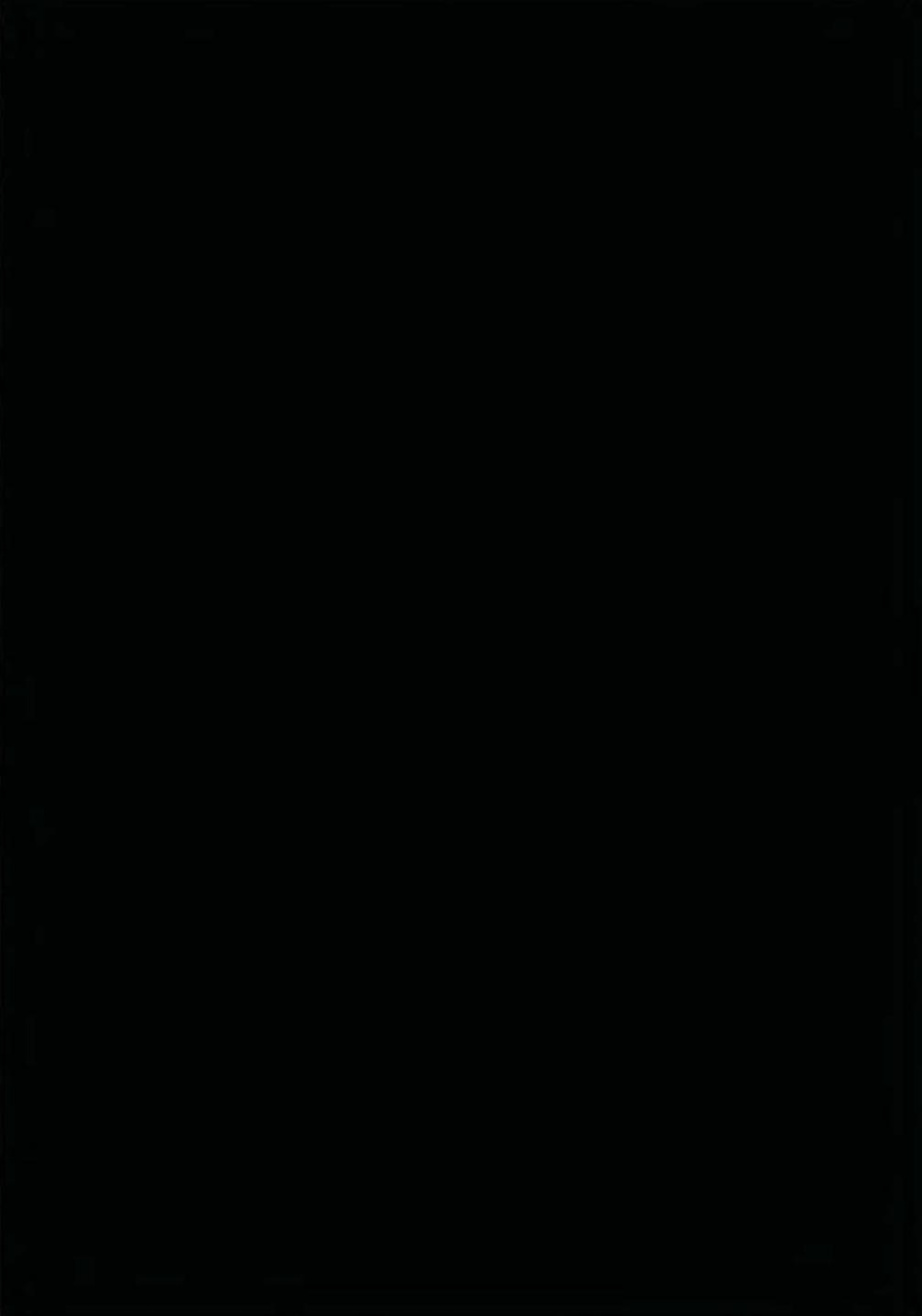
Intuit Confidential



2135.3

What's Important ... Context

CONFIDENTIAL - ATTORNEY'S EYES ONLY - NOT FOR FURTHER DISSEMINATION



3

December 12, 2006

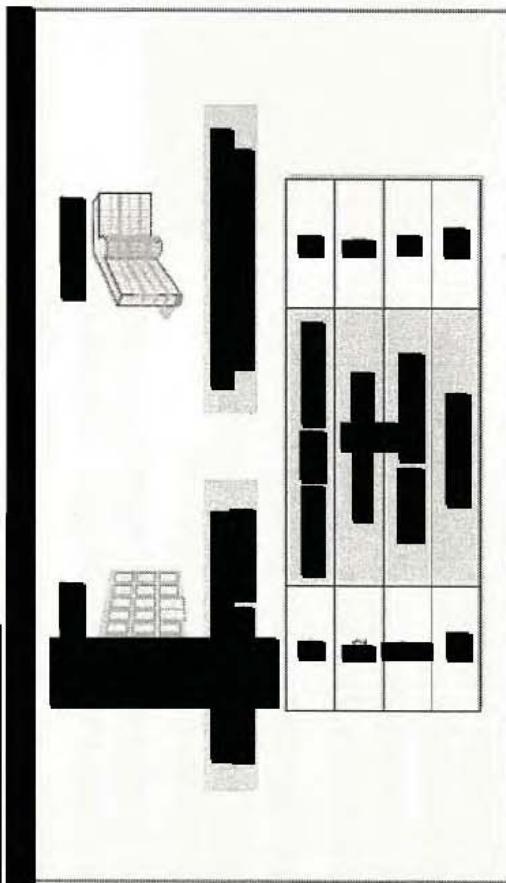
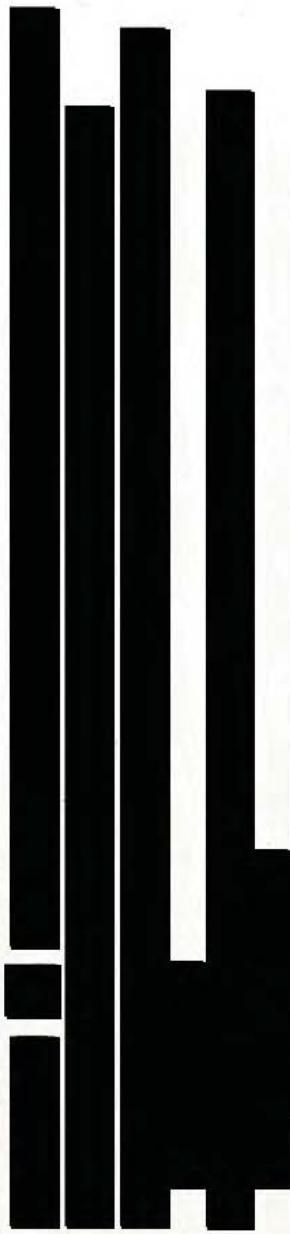
Intuit Confidential

Intuit®

2135.4

Business Case ... Passive Talent & Candidate Generation

Passive Candidates...



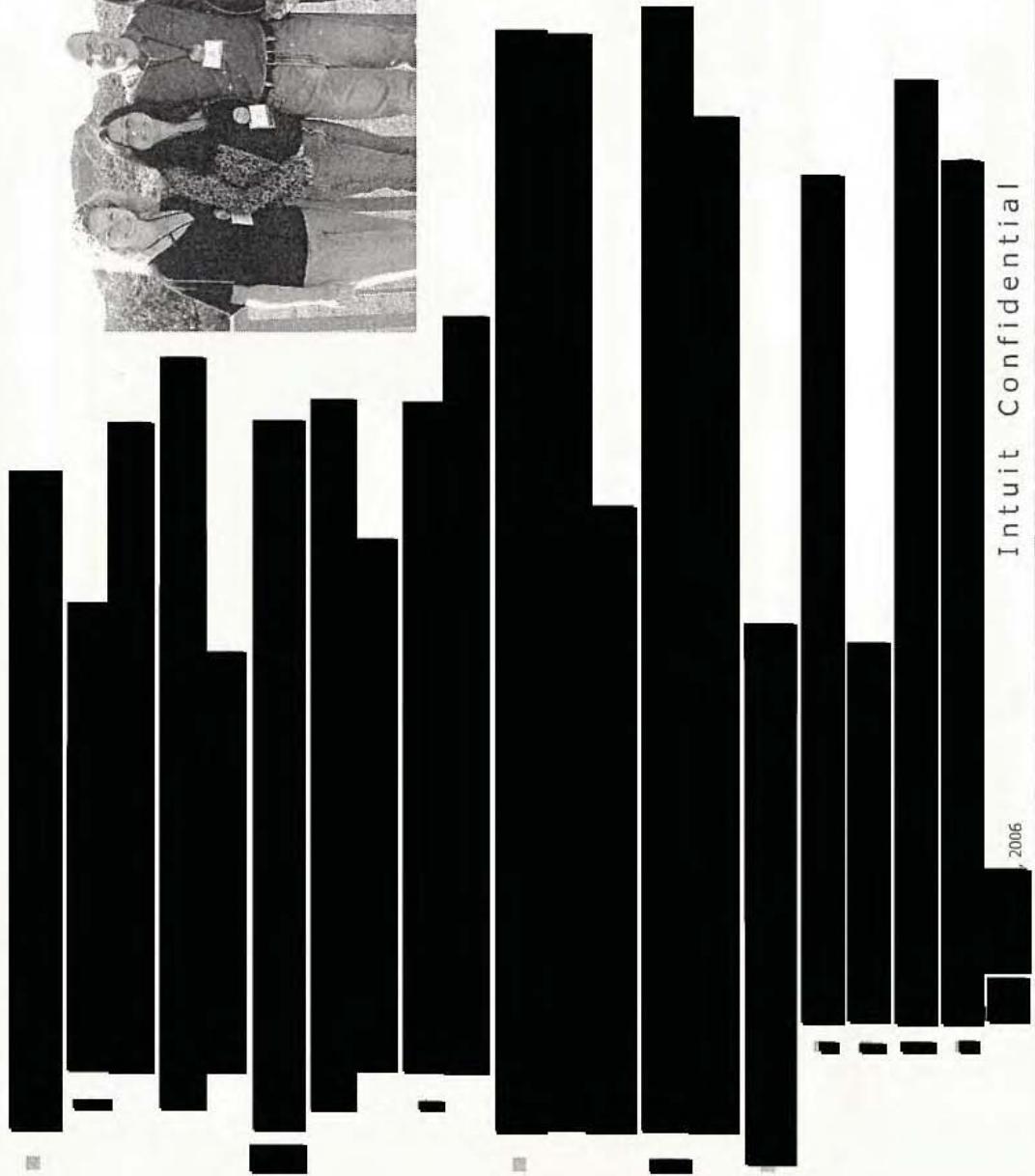
*Source –
Recruiting

Roundtable '06
Intuit®

Intuit Confidential

December 12, 2006

Positioning Ourselves for Success



2006

Intuit Confidential

5

2135.6

How are we doing? ... Hires by Aggregate Source

Source Aggregation	Q1 FY2005			Q1 FY2006			Q1 FY2007		
	Hires	%	Total %	Hires	%	Total %	Hires	%	Total %

6

December 12, 2006

Intuit Confidential



2135.7

Priorities to Improve ... Discussion

From:

To:



Intuit®

Intuit Confidential

December 12, 2006

7

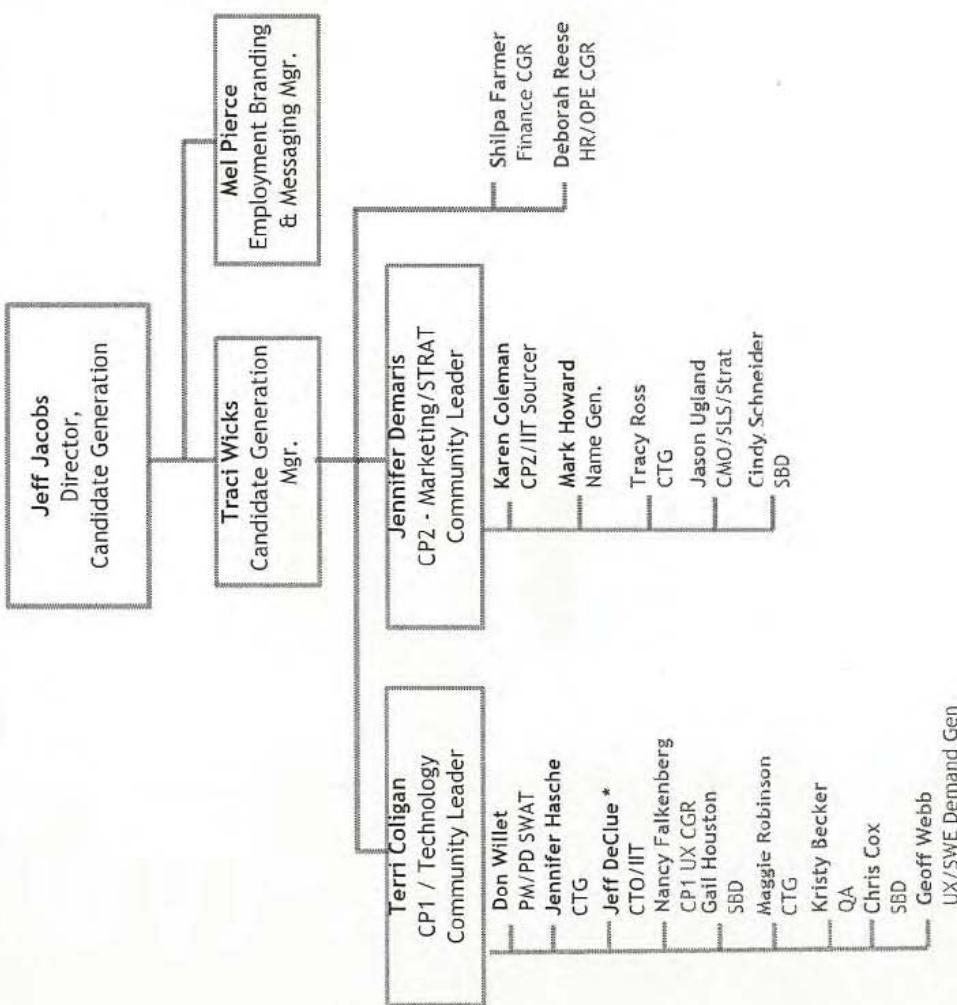
2135.8

Appendix

Intuit®

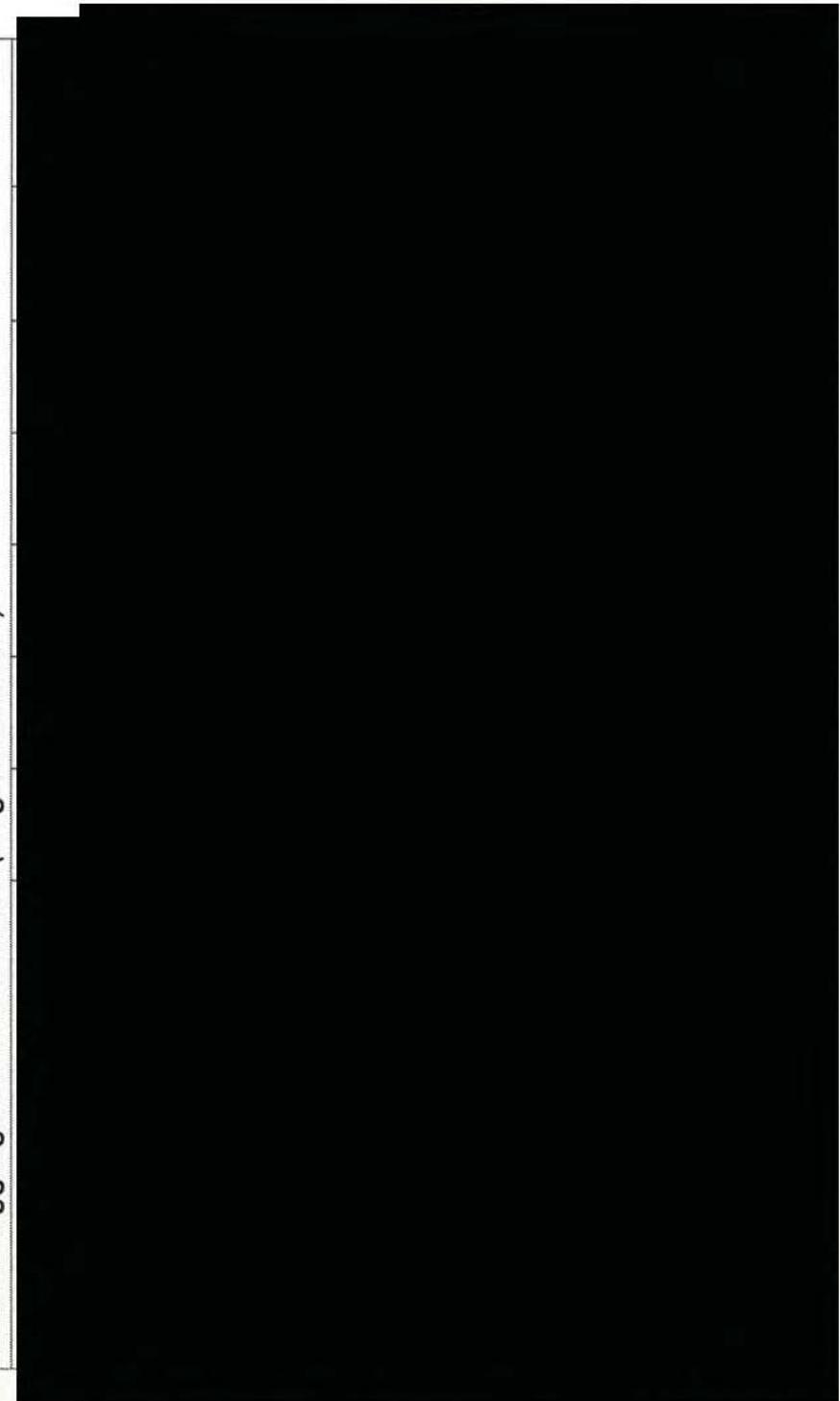
Intuit Confidential

CanGen Organization



Q1 FY07 Hires ... “Pro” vs. High Volume

FY2007 Aggregate Source Hires (August-October)



10

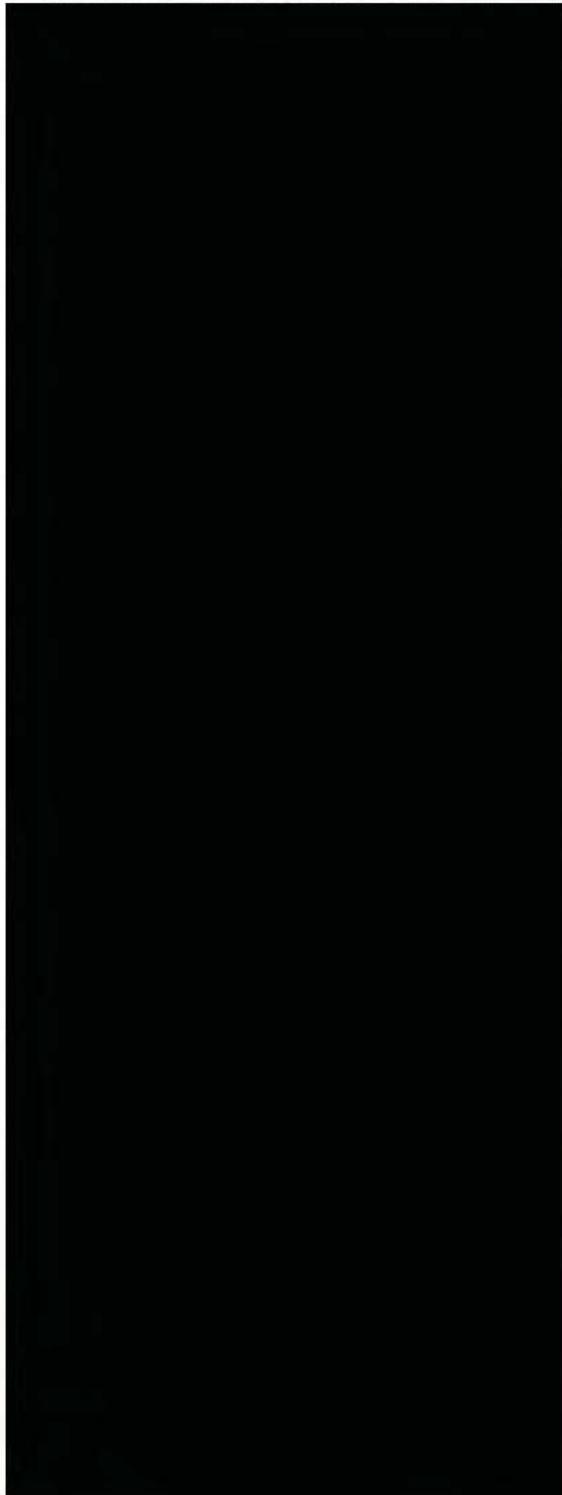
2135.11

December 12, 2006

Intuit Confidential

Intuit®

CanGen FY07 Spend



11

December 12, 2006

Intuit®

Intuit Confidential

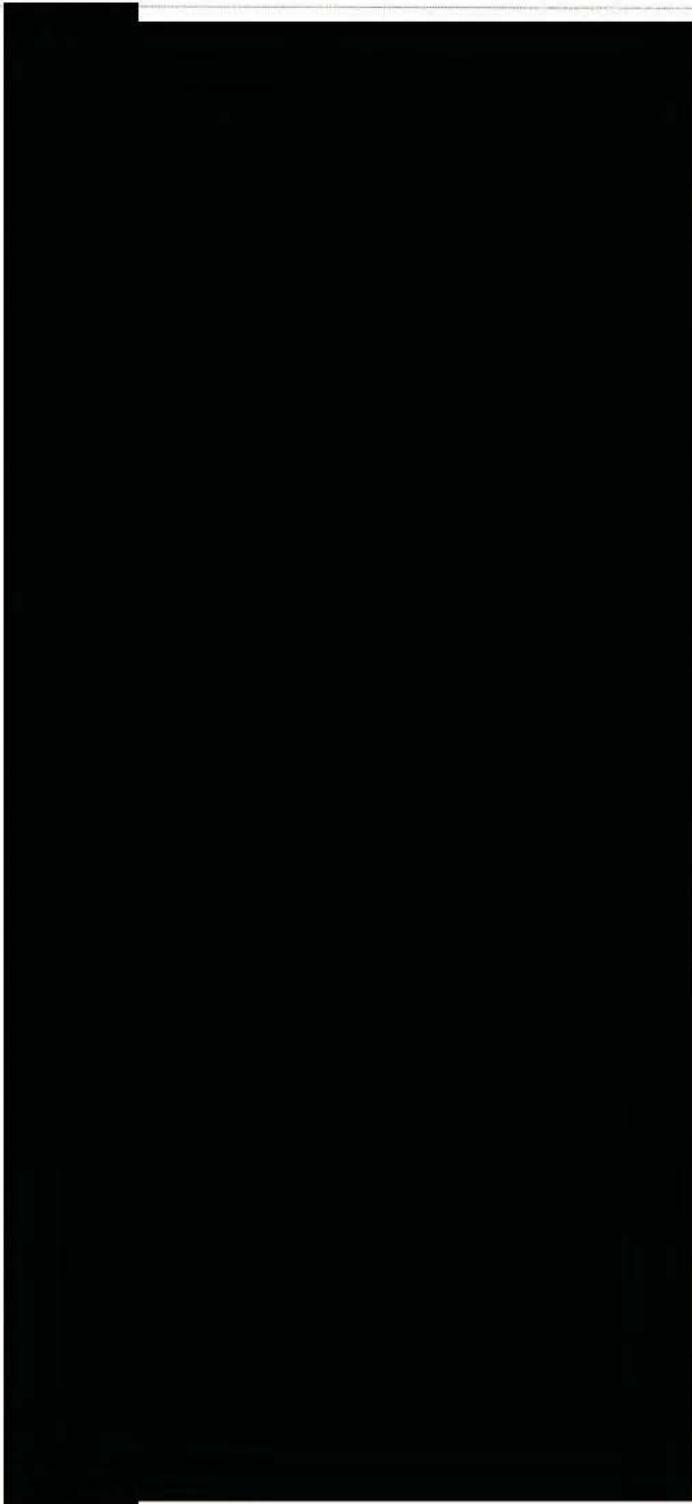
2135.12

**Stuff we don't need
but aren't ready to get rid of yet**



Intuit Confidential

Pipeline Health



13

December 12, 2006

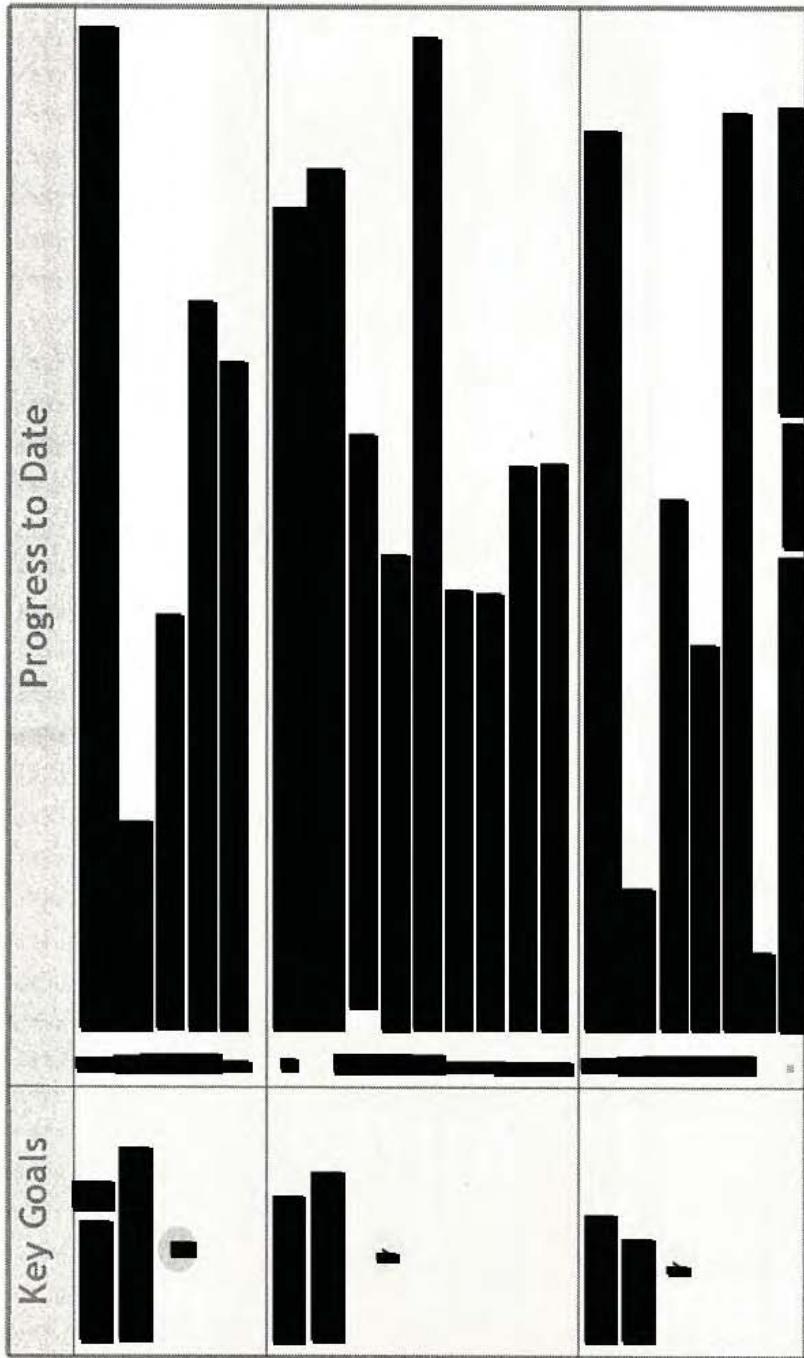
Intuit Confidential

Intuit®

2135.14

Priorities to Improve ... Discussion

Big Y: The identification and engagement of the best resources available



四

December 12, 2006

Intuit Confidential

intuit®

2135.15

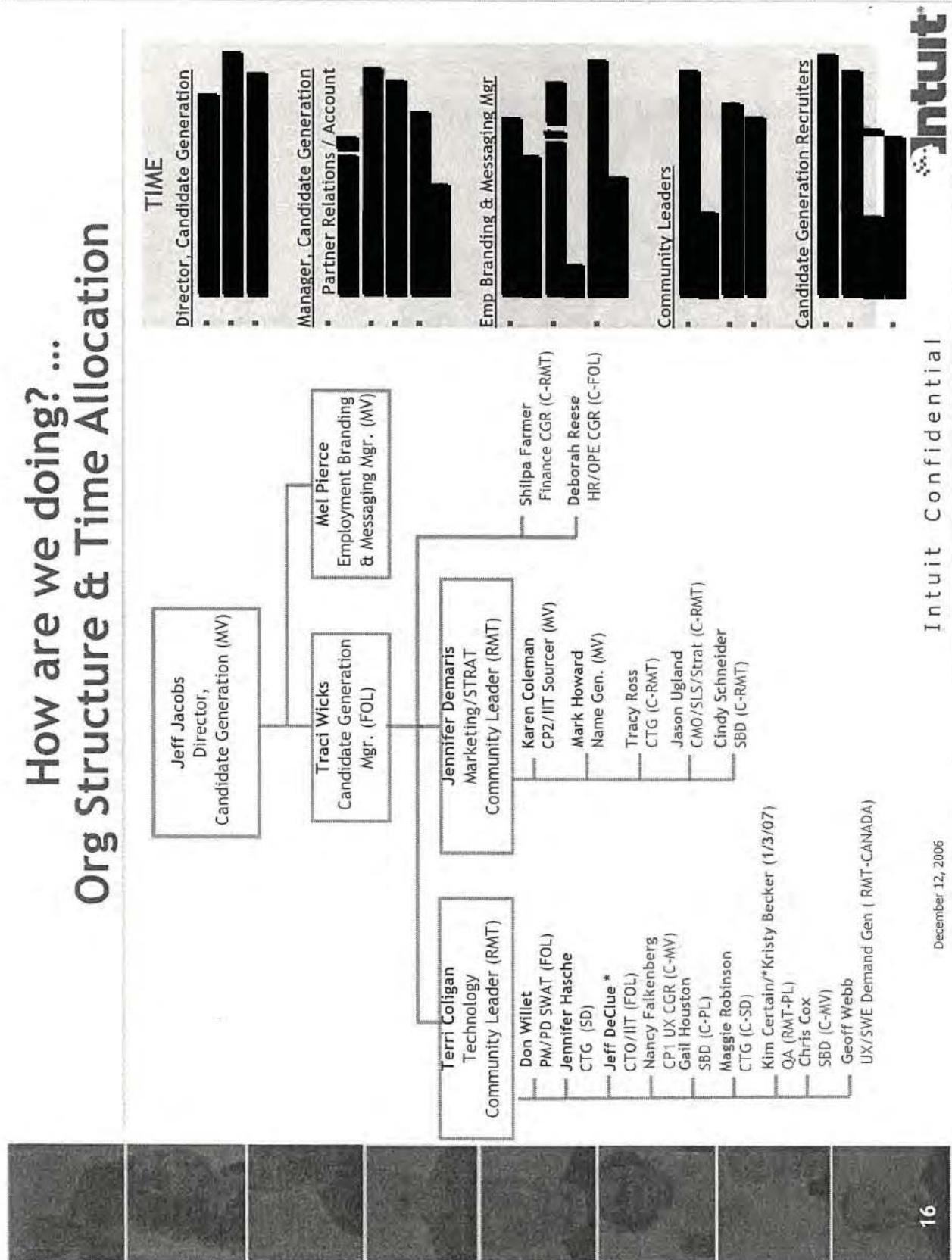
How are we doing? ...

Hires by Aggregate Source

	Source Aggregation	Q1 FY2007			Q1 FY2006			Q1 FY2005		
		TOTALS	%	CG vs. Other	TOTALS	%	CG vs. Other	TOTALS	%	CG vs. Other
CanGen	CGR Sourced, Advertising, Internet/Job Boards, Events, Intuit Careers site									
	Employee referral									
Agencies										
College Recruiting										
Internal Transfer										
Recruiter Source										
Conversions (Ctr. Sea)										
Other - Unknown										
	TOTALS									



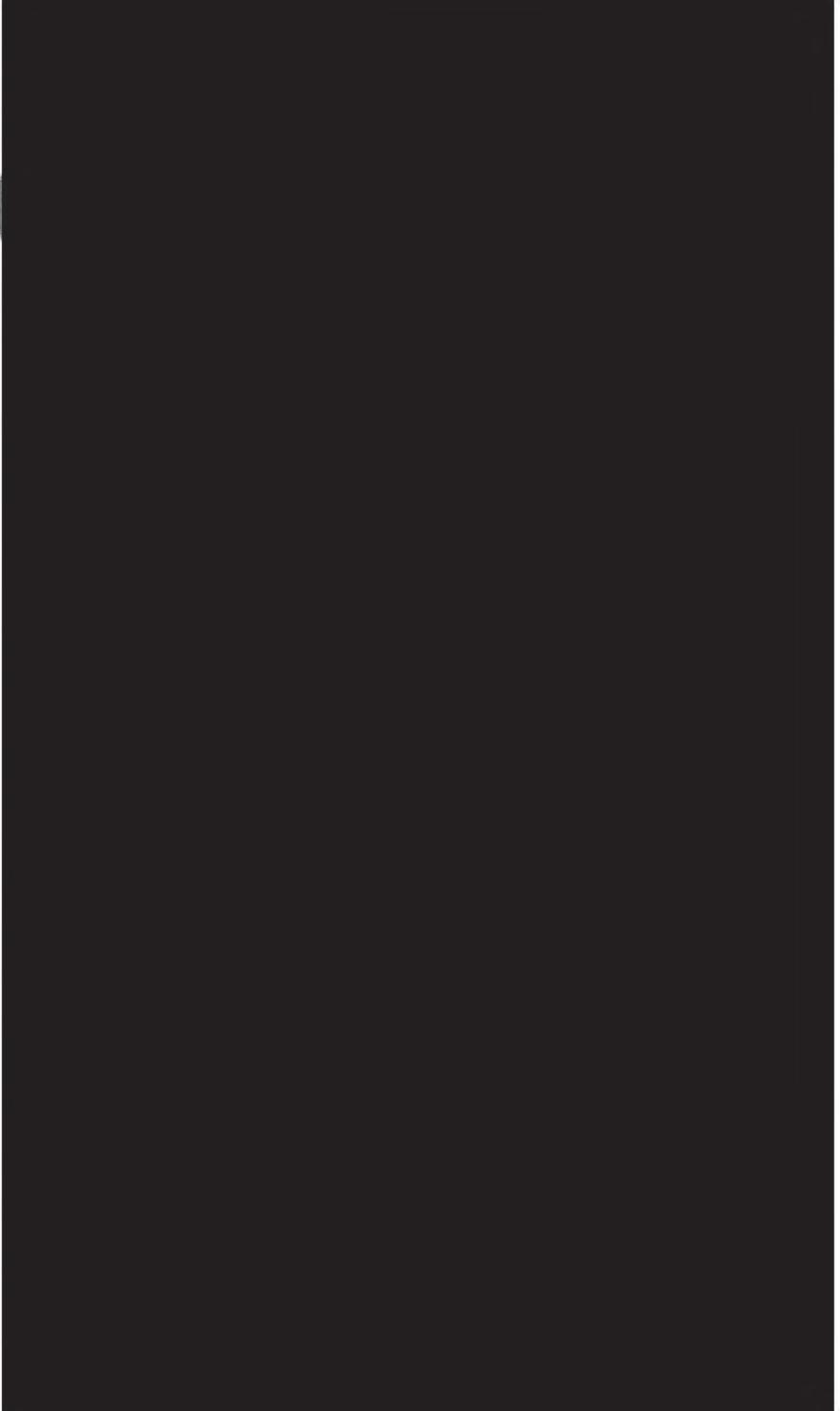
How are we doing? ... Org Structure & Time Allocation



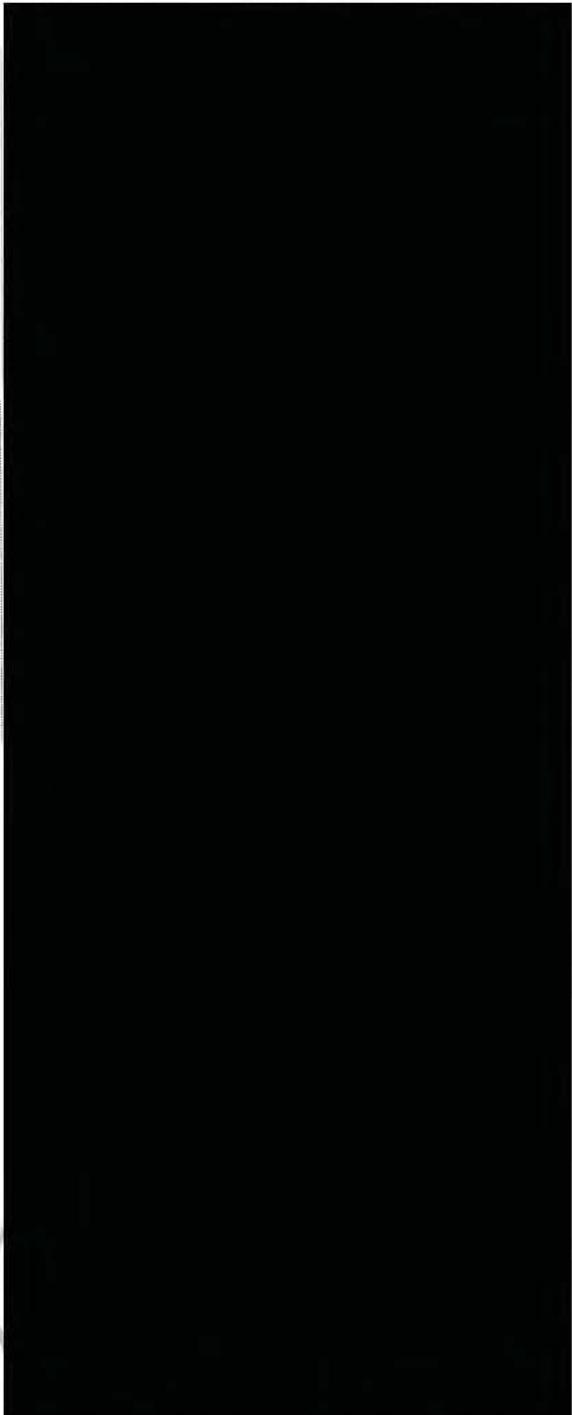
2135.17

How are we doing? ... Candidate Generation Delivery Model

Identification and engagement of the best resources available



What's Important ... TA Focus Areas



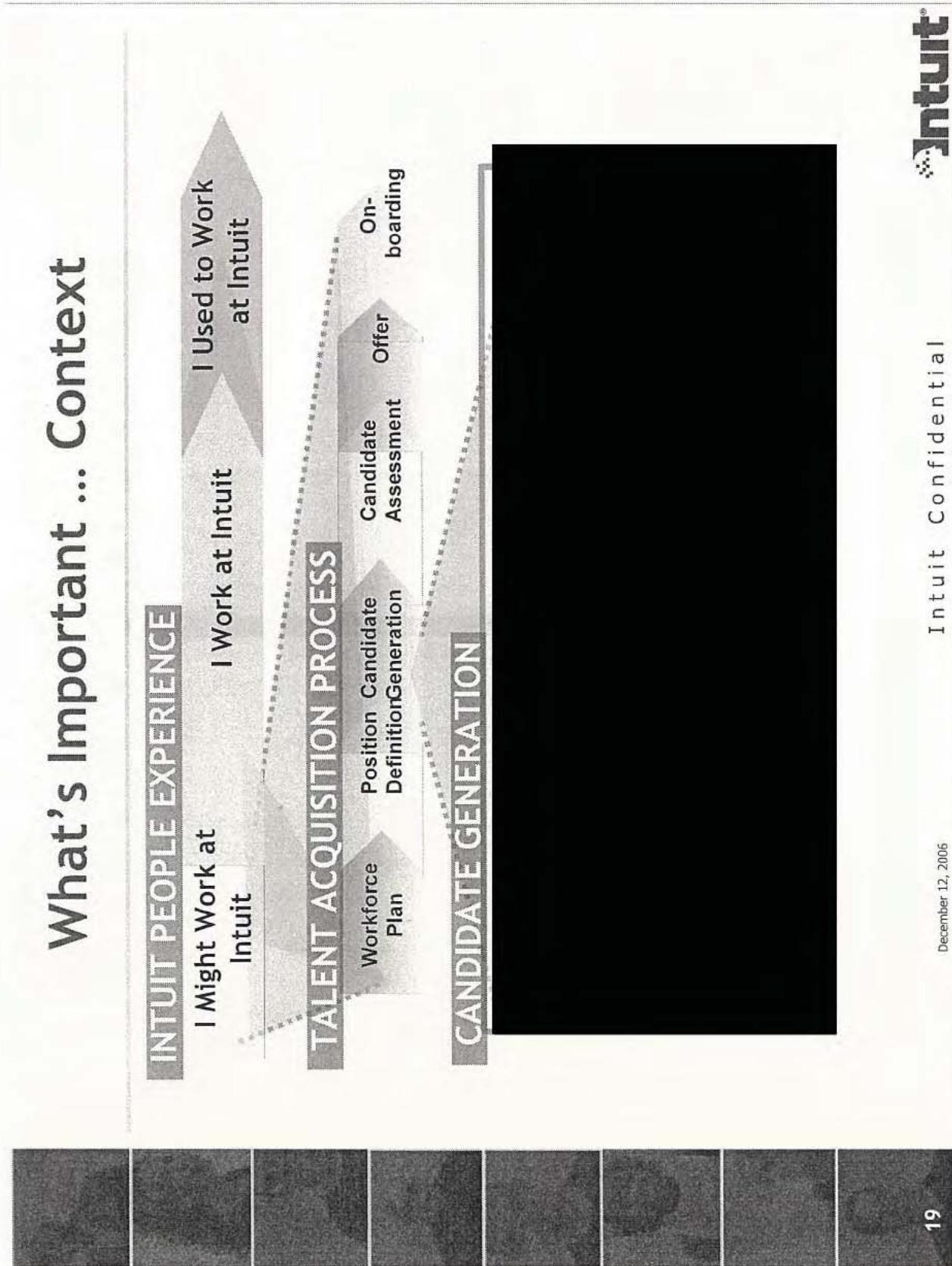
Help Intuit to greater business results

December 12, 2006

Intuit Confidential

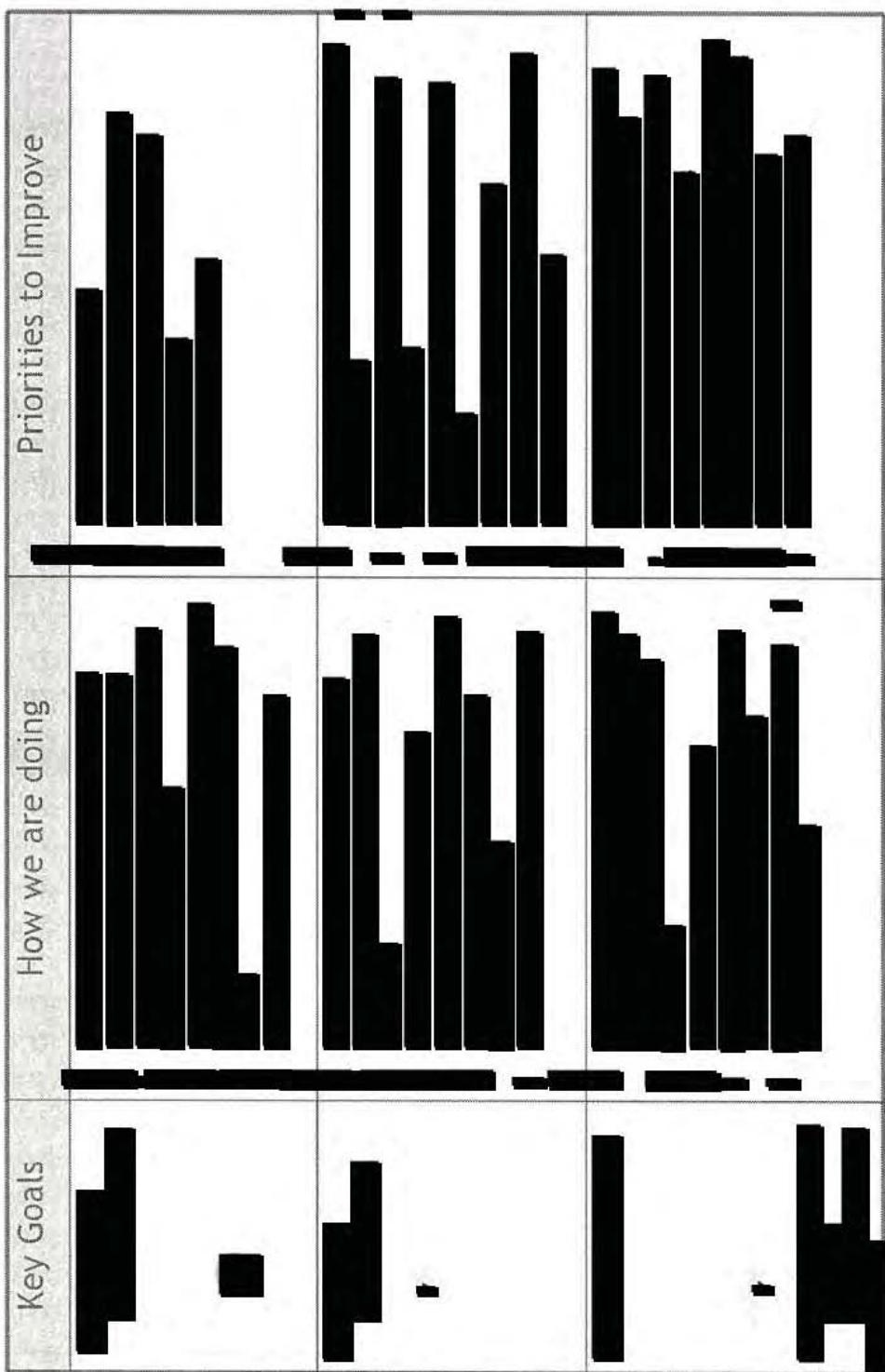
Intuit®

What's Important ... Context



Candidate Generation

Big Y: The identification and engagement of the best resources available



20

December 12, 2006

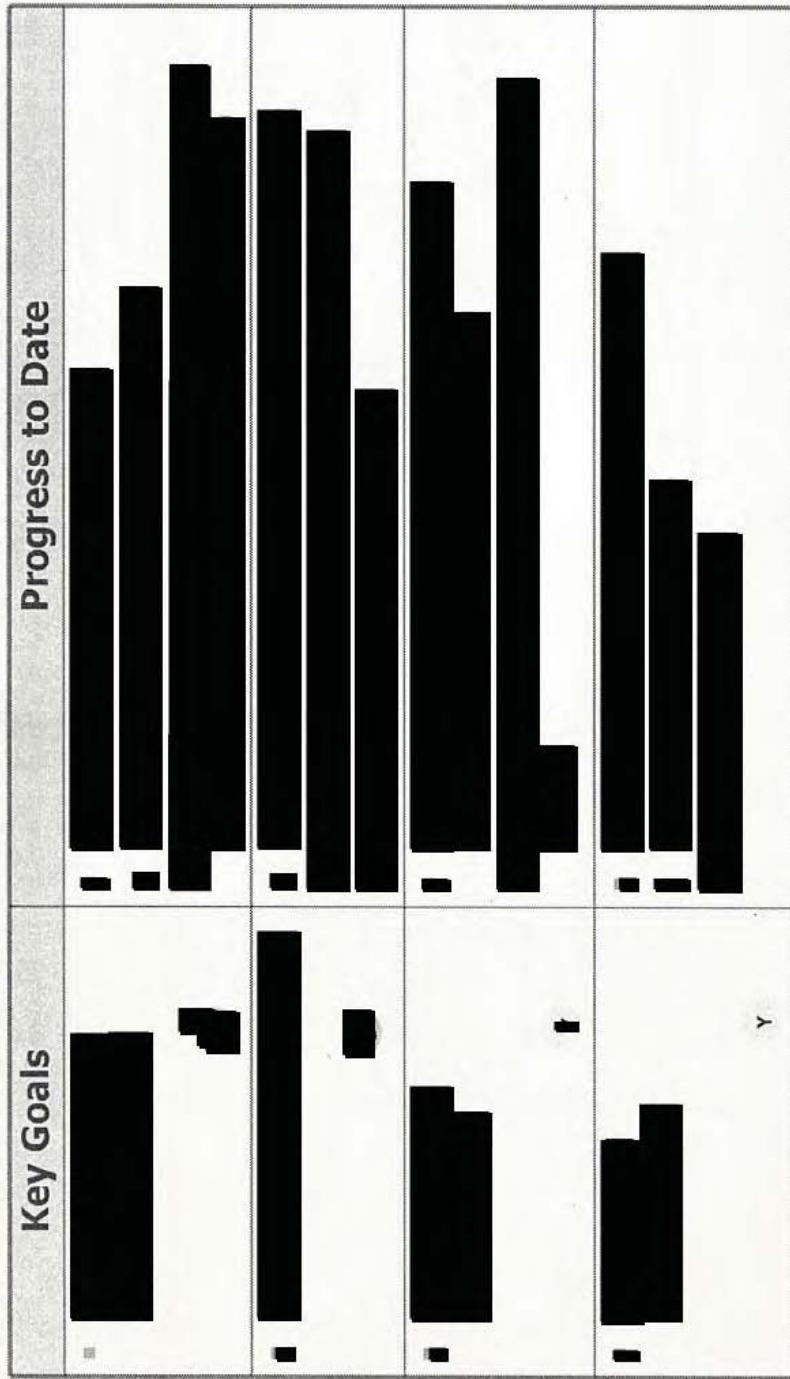
Intuit Confidential

Intuit

2135.21

From M2...Candidate Generation

Big Y: The identification and engagement of the best resources available



21

December 12, 2006

Intuit Confidential

Intuit

2135.22

A TALE OF Two COMPANIES

Proactive recruiting organizations are substantially more effective and efficient

CASE IN POINT: ALPHA COMPANY VERSUS BETA COMPANY

Alpha Company*



Beta Company*



■	■	■	■
■	■	■	■
■	■	■	■
■	■	■	■

Source: Forrester Research's "Building Talent Pipelines" Survey; Forrester Research's research.

BETTER, FASTER, CHEAPER (REALLY)

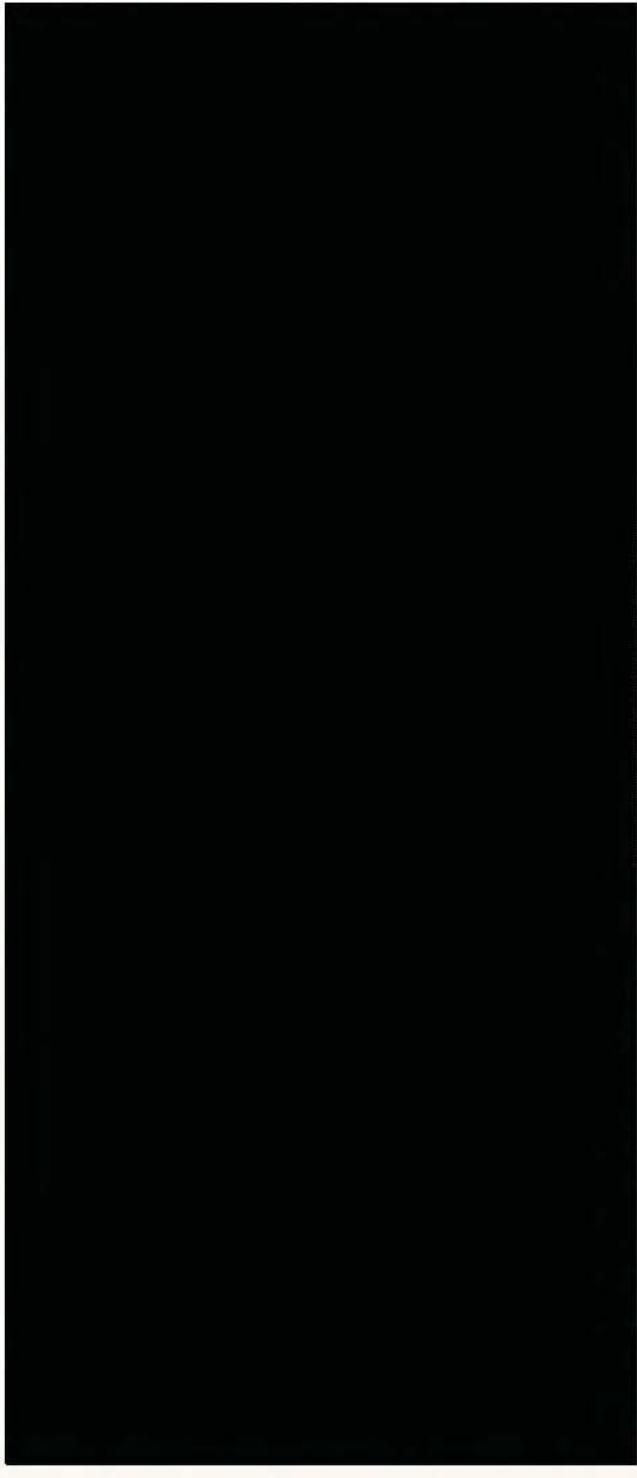
*Organizations are investing
in talent pipelines...*

...to drive slate quality...

...and improve core recruiting metrics

Direct Outcomes

Ultimate Outcomes



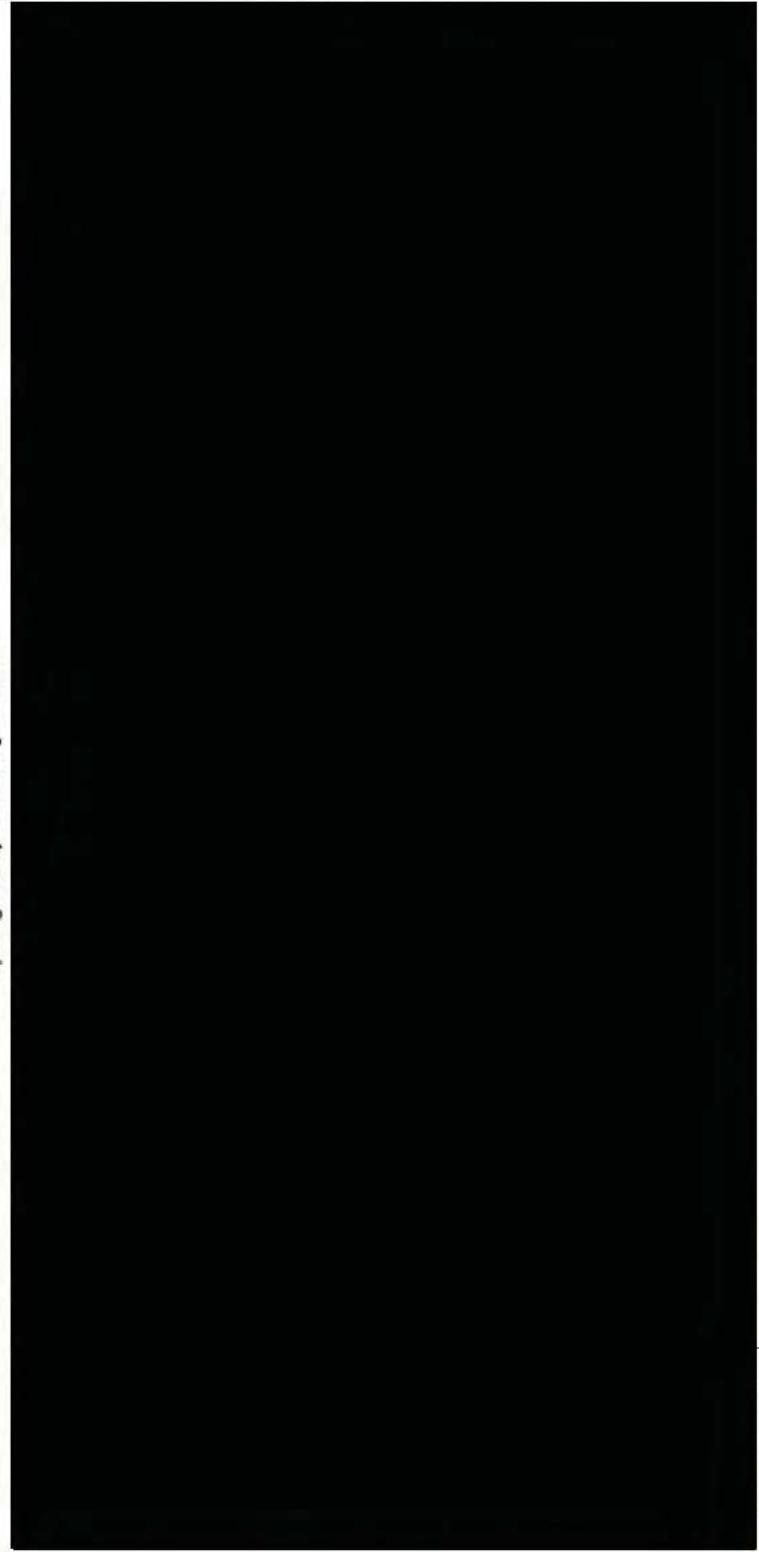
Sources: Recruiting Researchable Building Talent Pipeline™
Survey, Recruiting Researchable Research.

Benefit #4: Less Competition for Passive Candidates

THE REAL PAYOFF: LESS COMPETITION

The more passive the candidate, the fewer the competitors for talent

Talent Competition
By Degree of Job-Seeking Behavior



Secure:

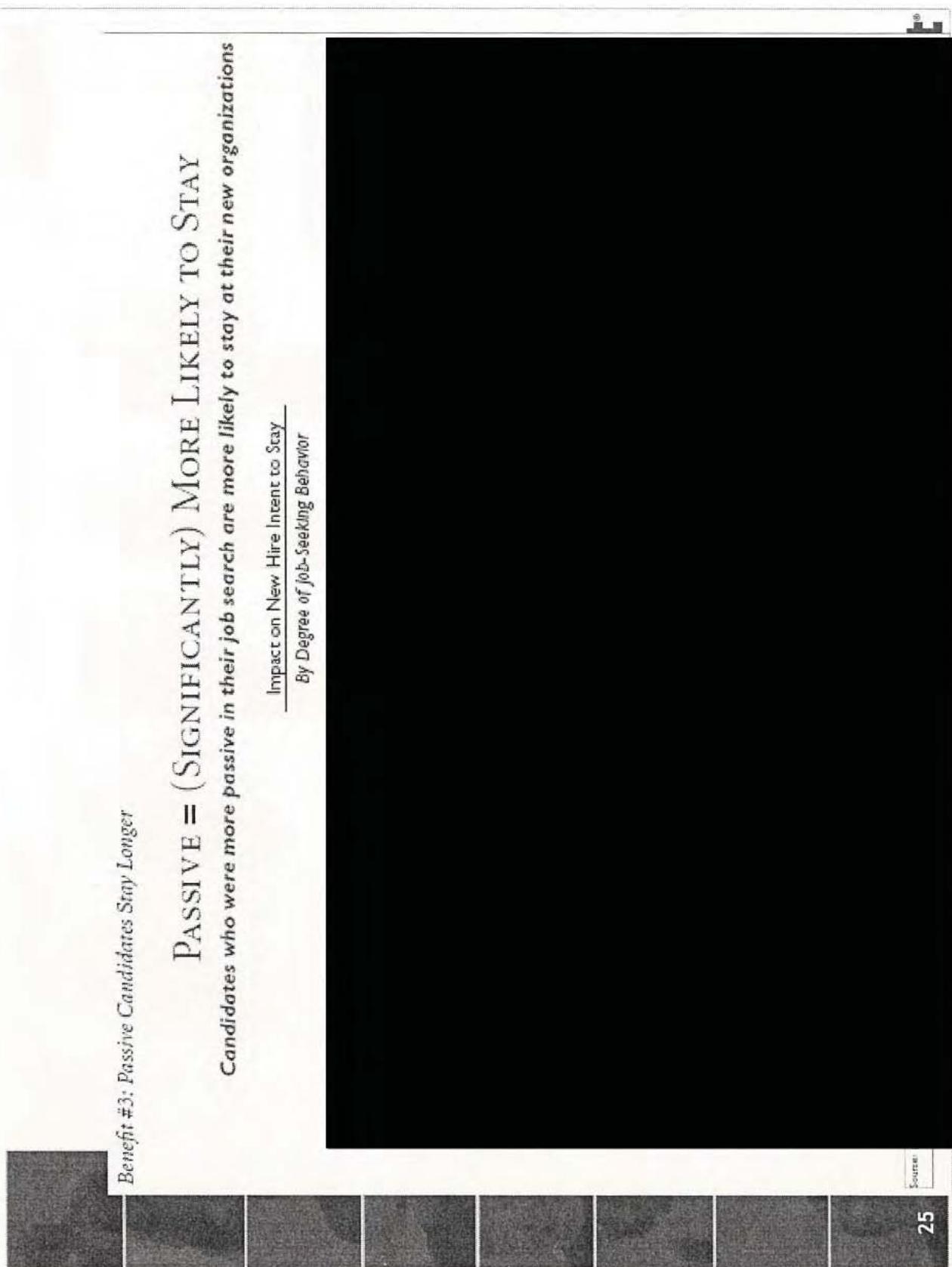
24

December 12, 2006

Intuit Confidential

Intuit®

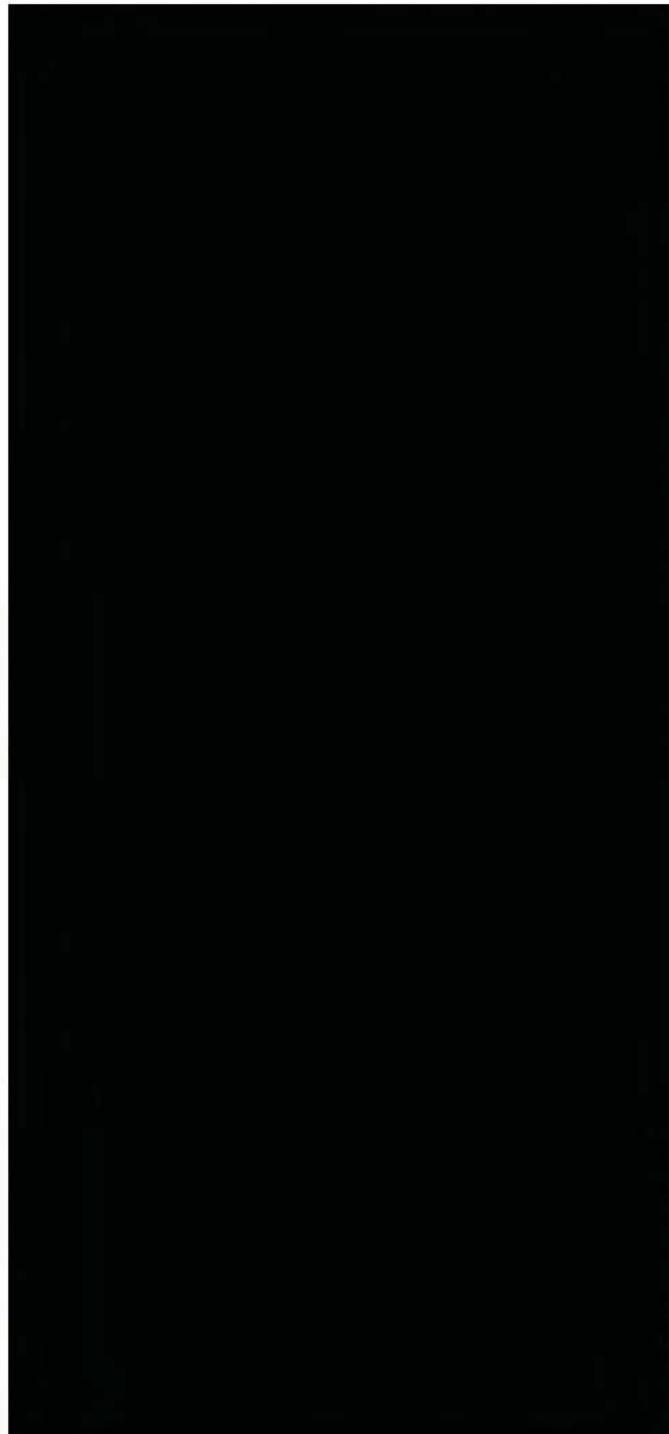
2135.25



Benefit #2: Passive Candidates Perform Slightly Better

PASSIVE = (SOMEWHAT) HIGHER PERFORMING
On average, passive candidates perform *slightly better than active candidates*

Impact on New Hire Performance
By Degree of Job-Seeking Behavior



Source: Recruiting Research Report

{2.28g}

26

Intuit Confidential

December 12, 2005

Intuit®

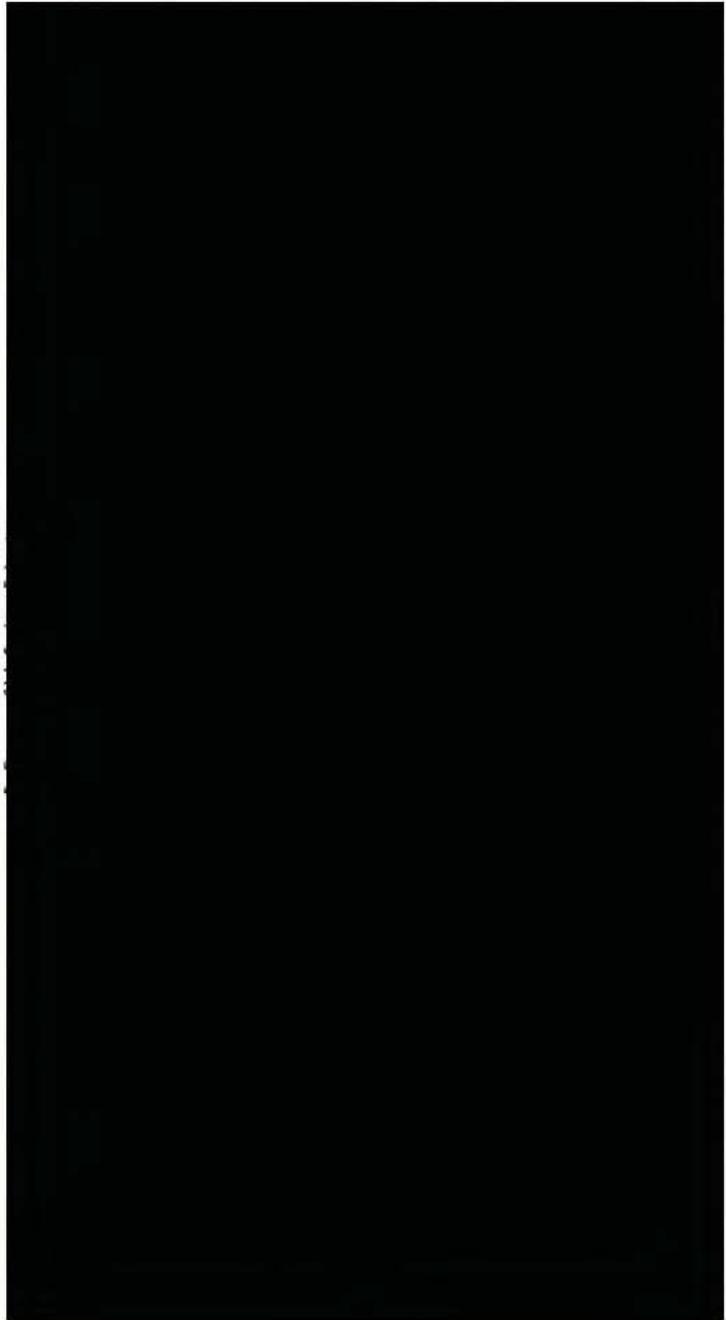
2135.27

Benefit #1: Larger Pools of Talent

CASTING A WIDER NET

Roundtable analysis reveals a surprising spectrum of job-search behaviors in the labor market

Labor Market Distribution



Source: Recruiting Roundtable "Building Talent Pipeline" Survey; Recruiting Roundtable Research.

Intuit Confidential

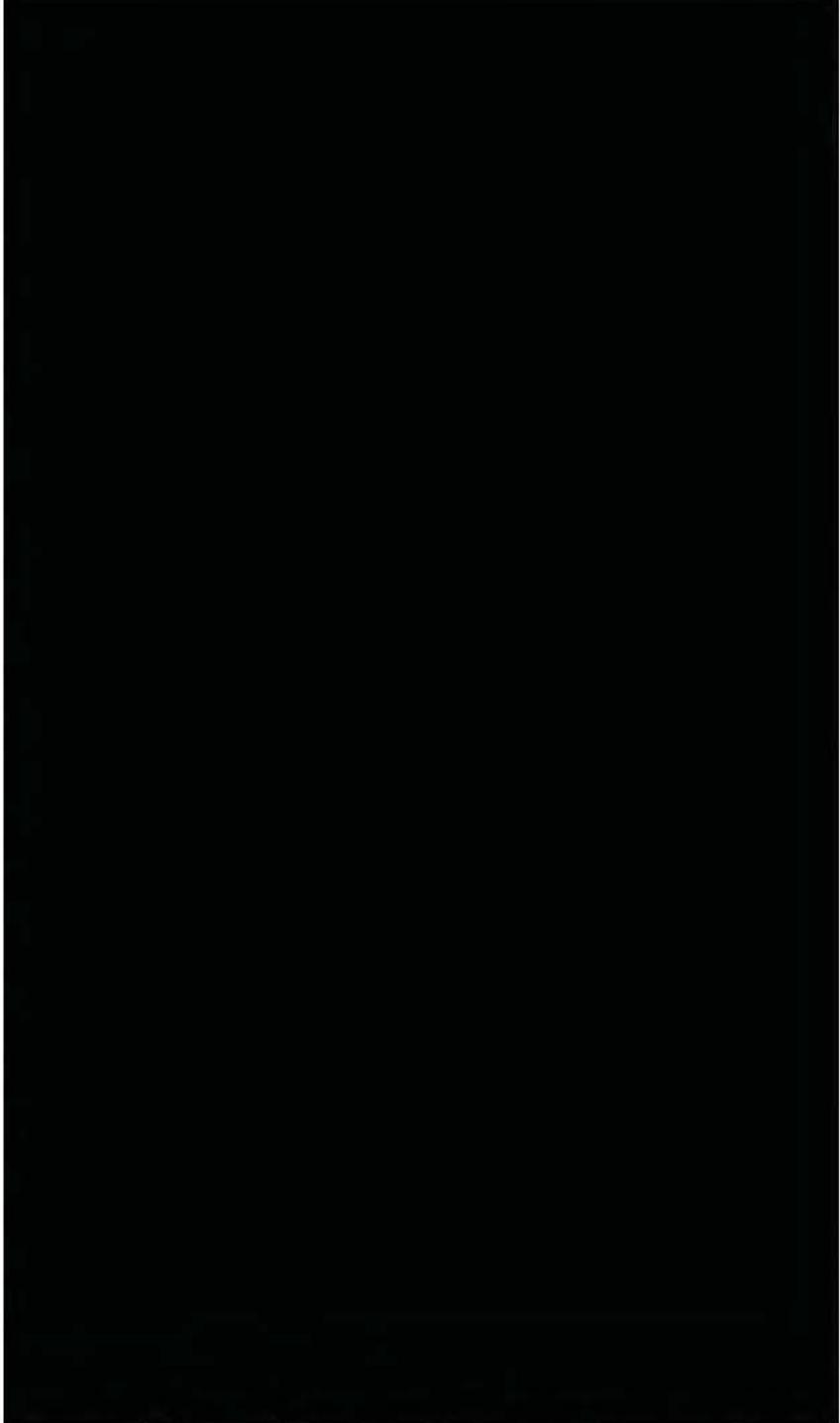
December 12, 2006



What's Important?

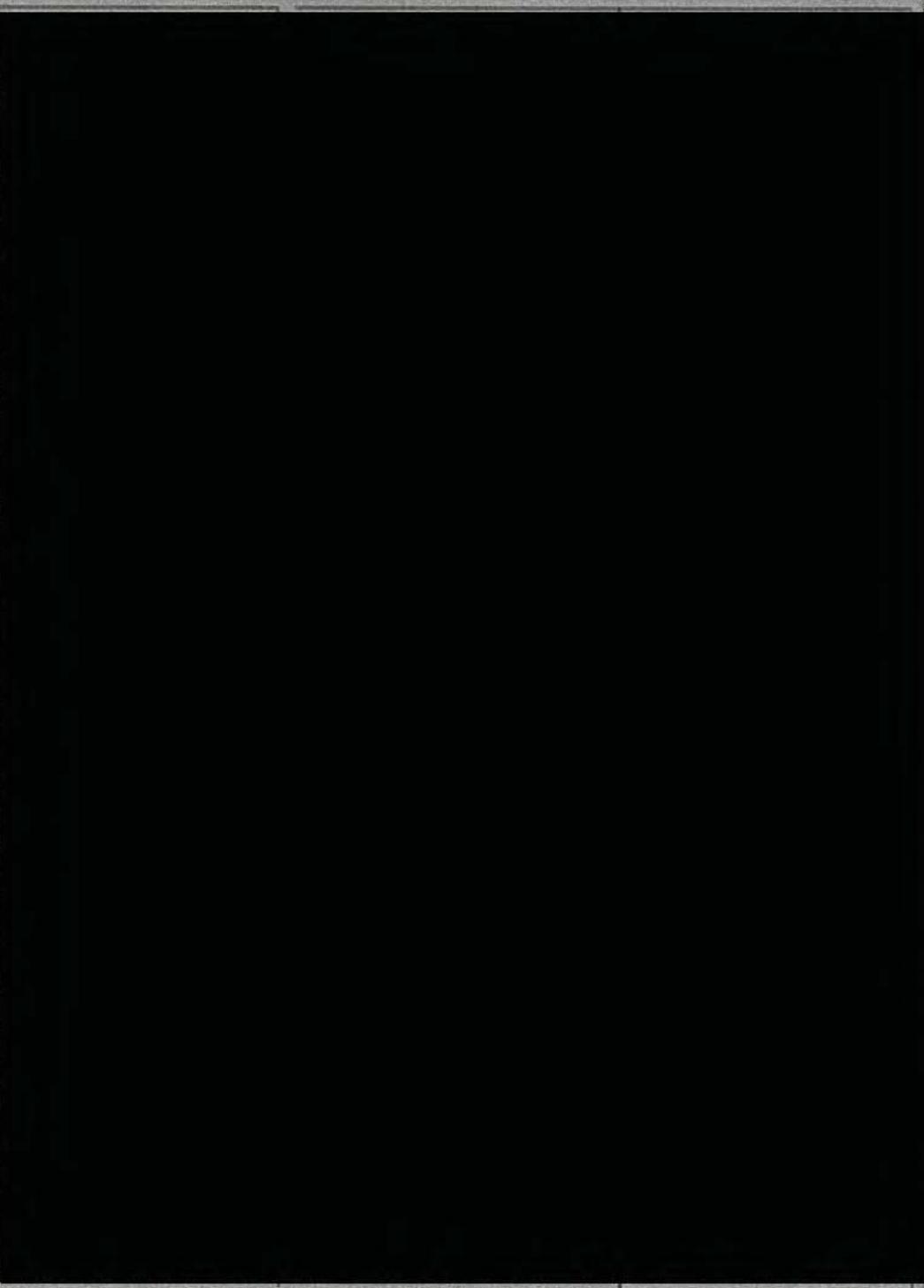
Intuit: What We're Solving For:

Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders in the current period while building the foundation for a stronger future



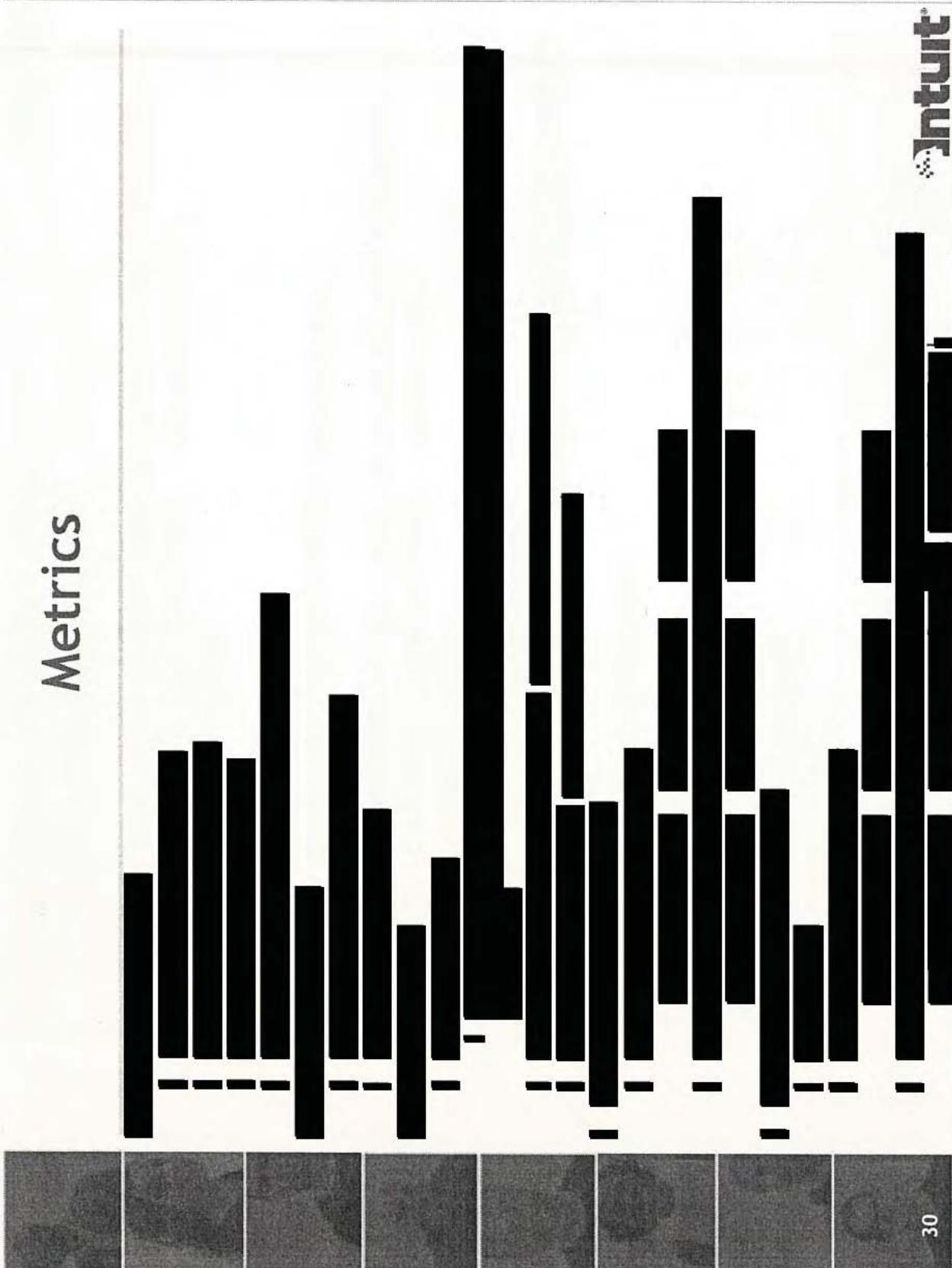
Candidate Generation-Sourcing

Delivery Model – use analogy of “product support tiers” for consumers

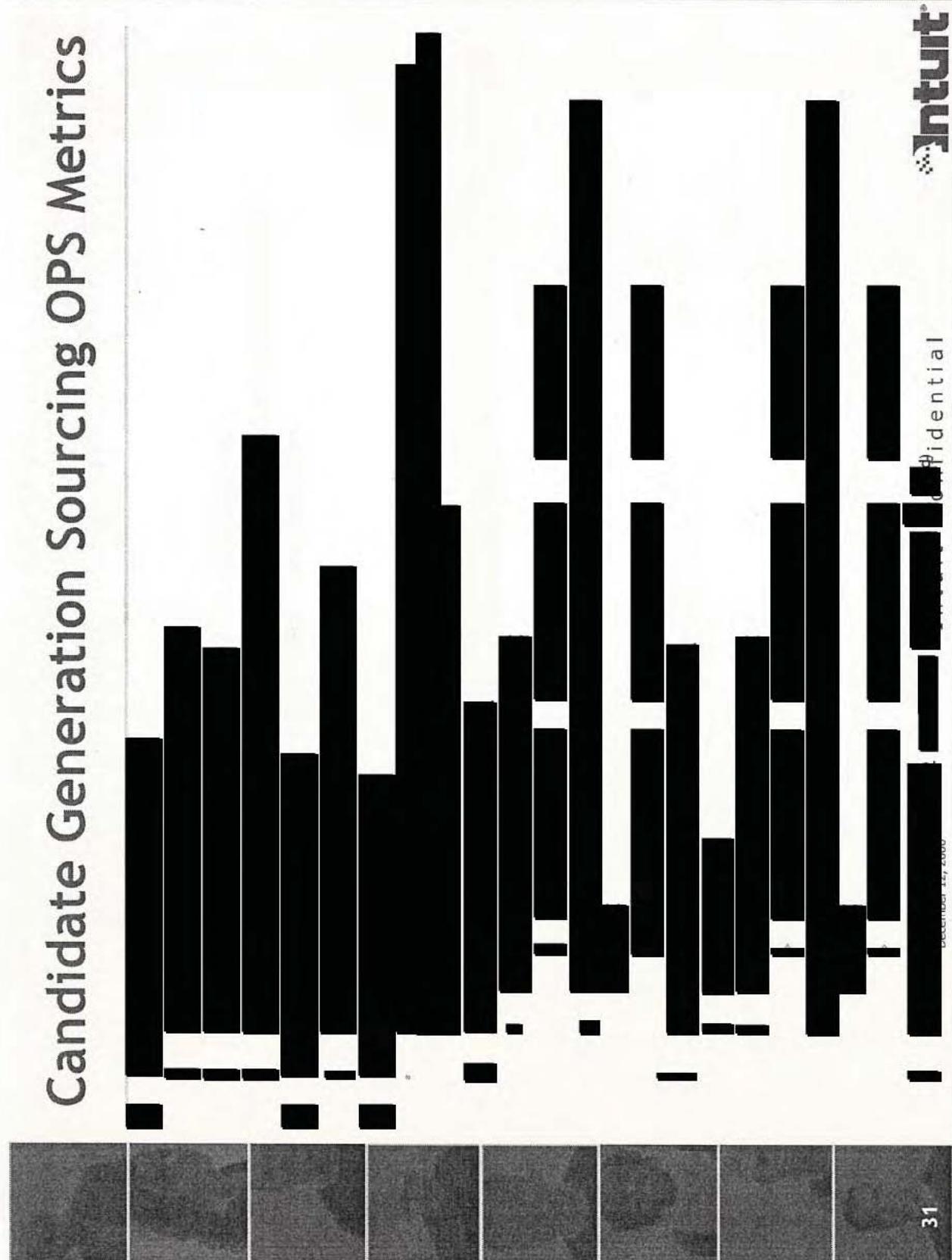


Tools Frame Work Profile Resumé Frame Work Frame Work Frame Work

Metrics

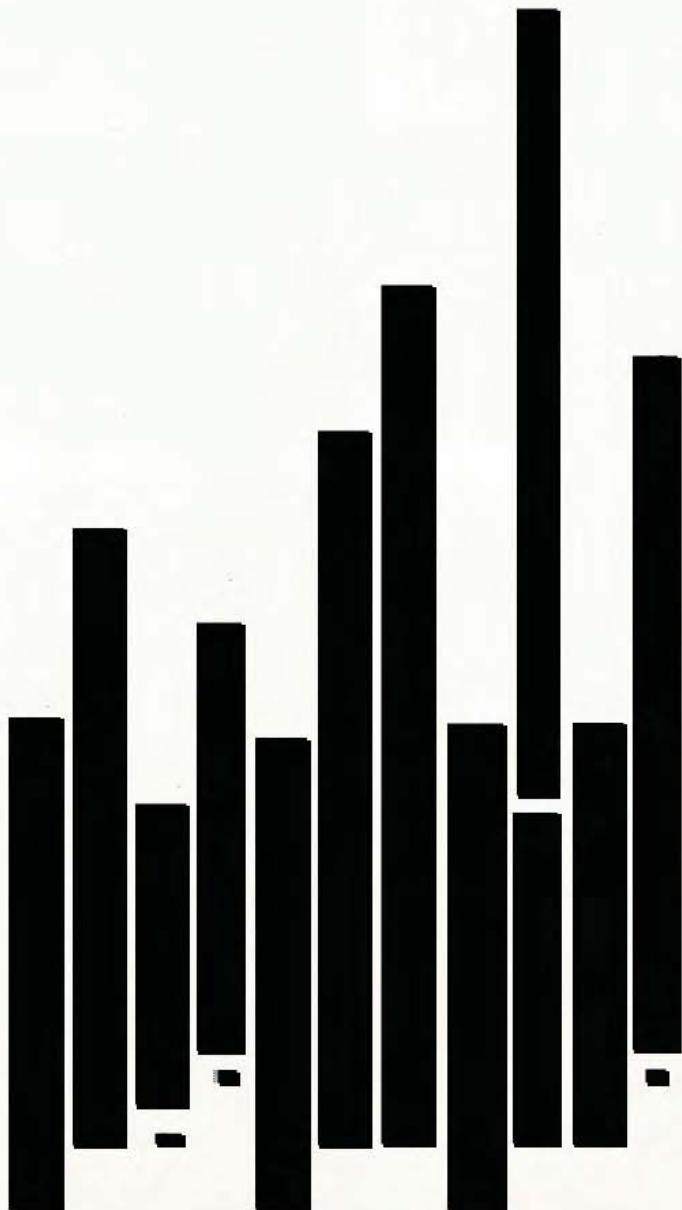


Candidate Generation Sourcing OPS Metrics



2135.32

Future Metrics



32

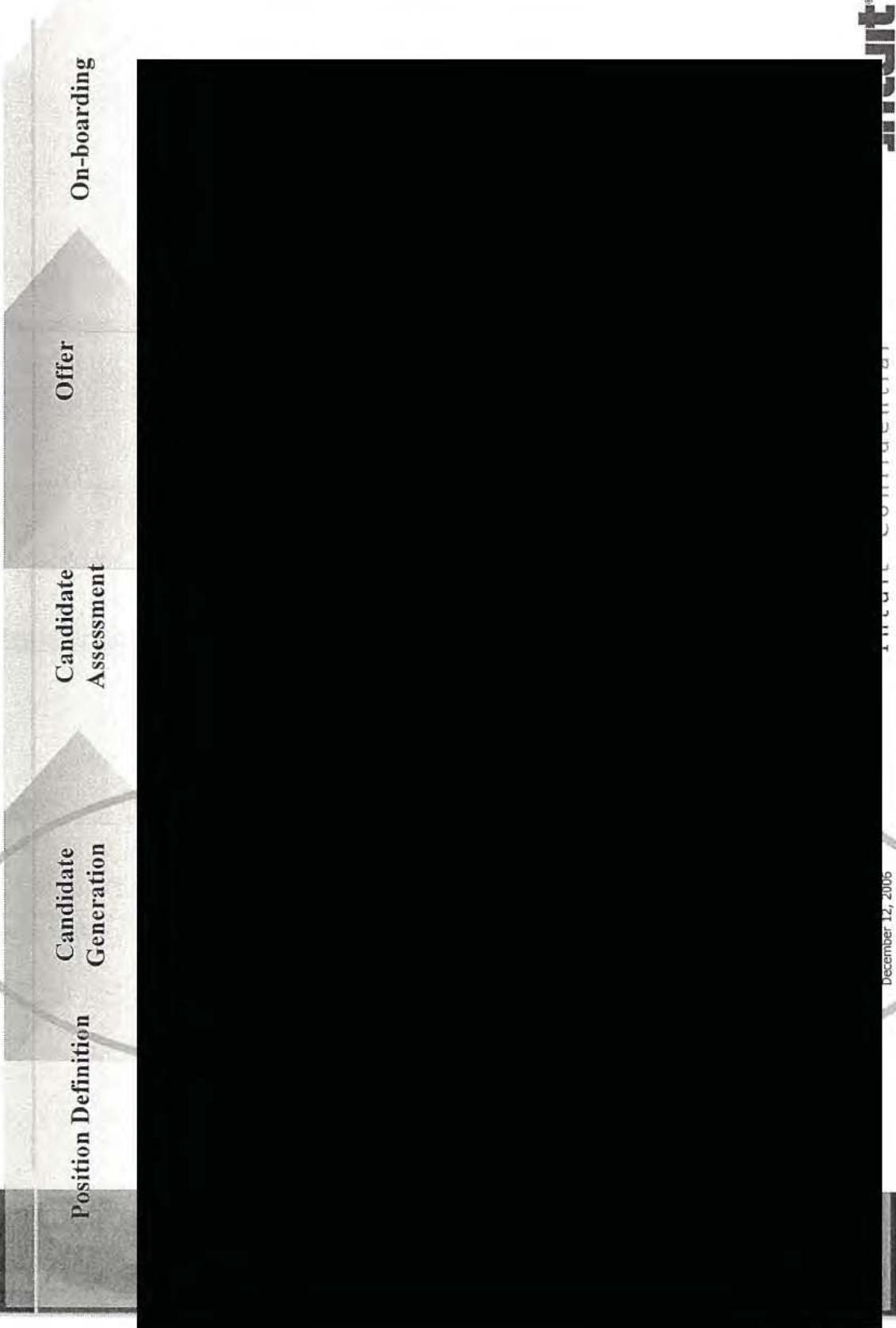
December 12, 2006

Intuit Confidential

Intuit®

2135.33

Talent Acquisition Strategic Overview



December 12, 2006

inuit®

2135.34

From M2...The Talent Acquisition Vision - 2010



Reactiv

34

2135,35

Candidate Generation, Sourcing OPS

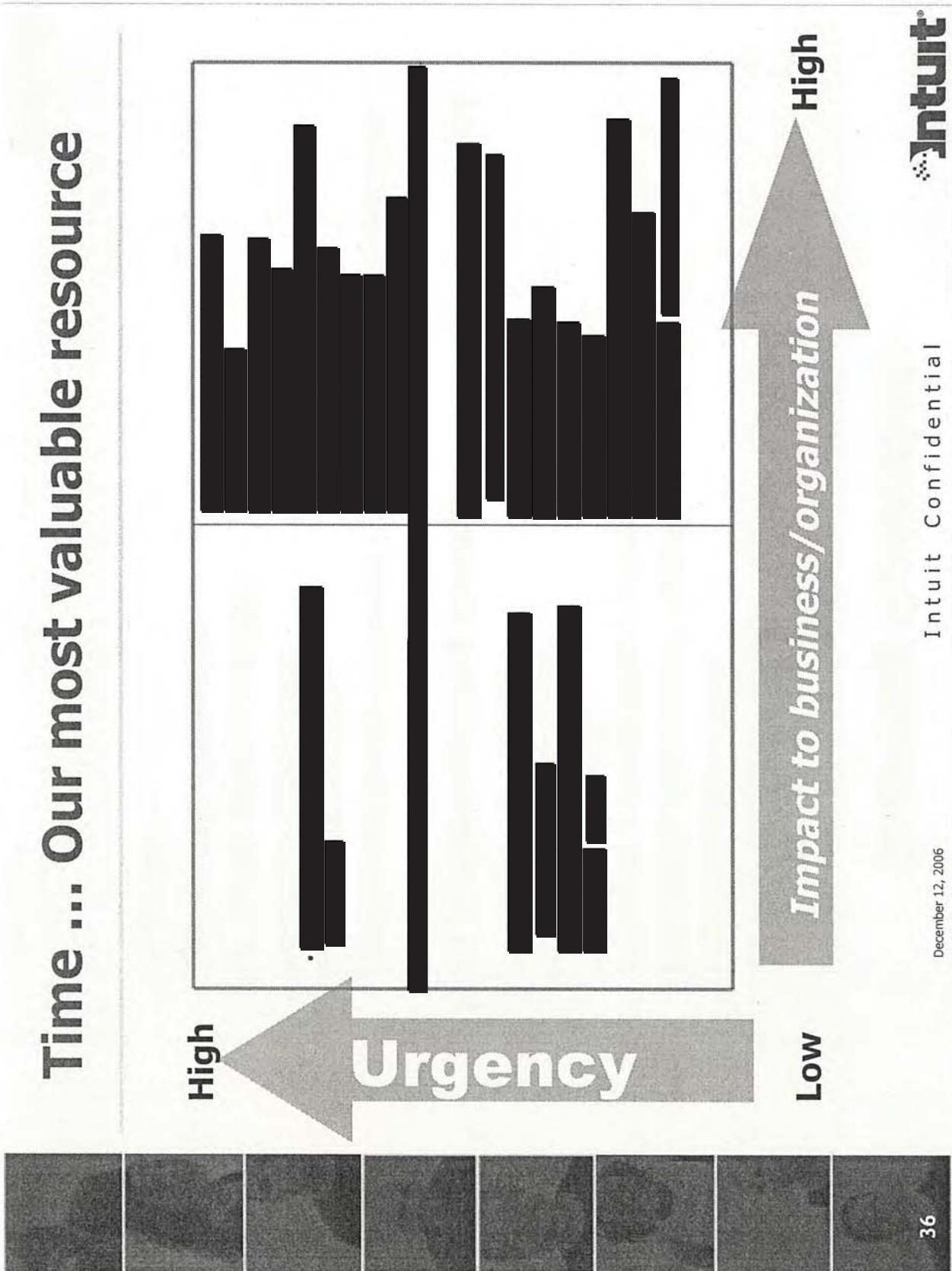
WHO we are: *The Candidate Generation Team is a group of candidate development experts that are passionate about identifying and qualifying talent, building talent pools and communities, and creating a WOW experience for prospects.*

WHAT we do: *Create experiences which deliver the right engaged talent where and when we need it.*

HOW we do it: *By providing “world class” sourcing resources that can be leveraged across the entire company!*

- People Resources
- Systems/Tools
- Candidate Generation Programs
- Excellence in Candidate Generation: Training & Best Practices

Time ... Our most valuable resource



Sourcing Operations



37

December 12, 2006

Intuit®

Intuit Confidential

2135.38

Employment Messaging / Candidate Experience



38

December 12, 2006

Intuit Confidential

Intuit

2135.39

Talent Pool Development & Raising our Capability

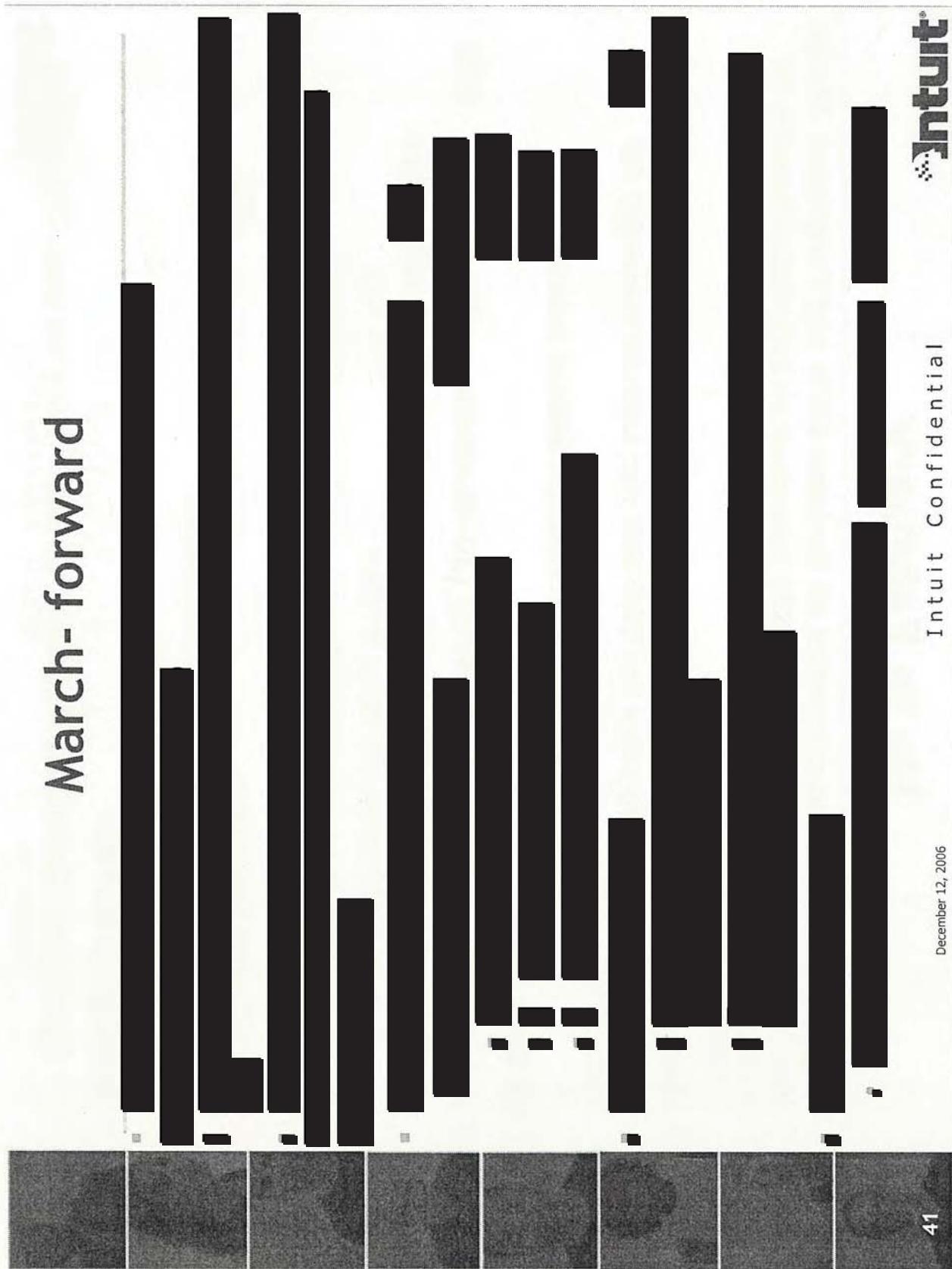
- Talent Pool Development
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
- Raising our capability...leveraging trends
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]

Up to February

December 12, 2006

40

2135.41



2135.42

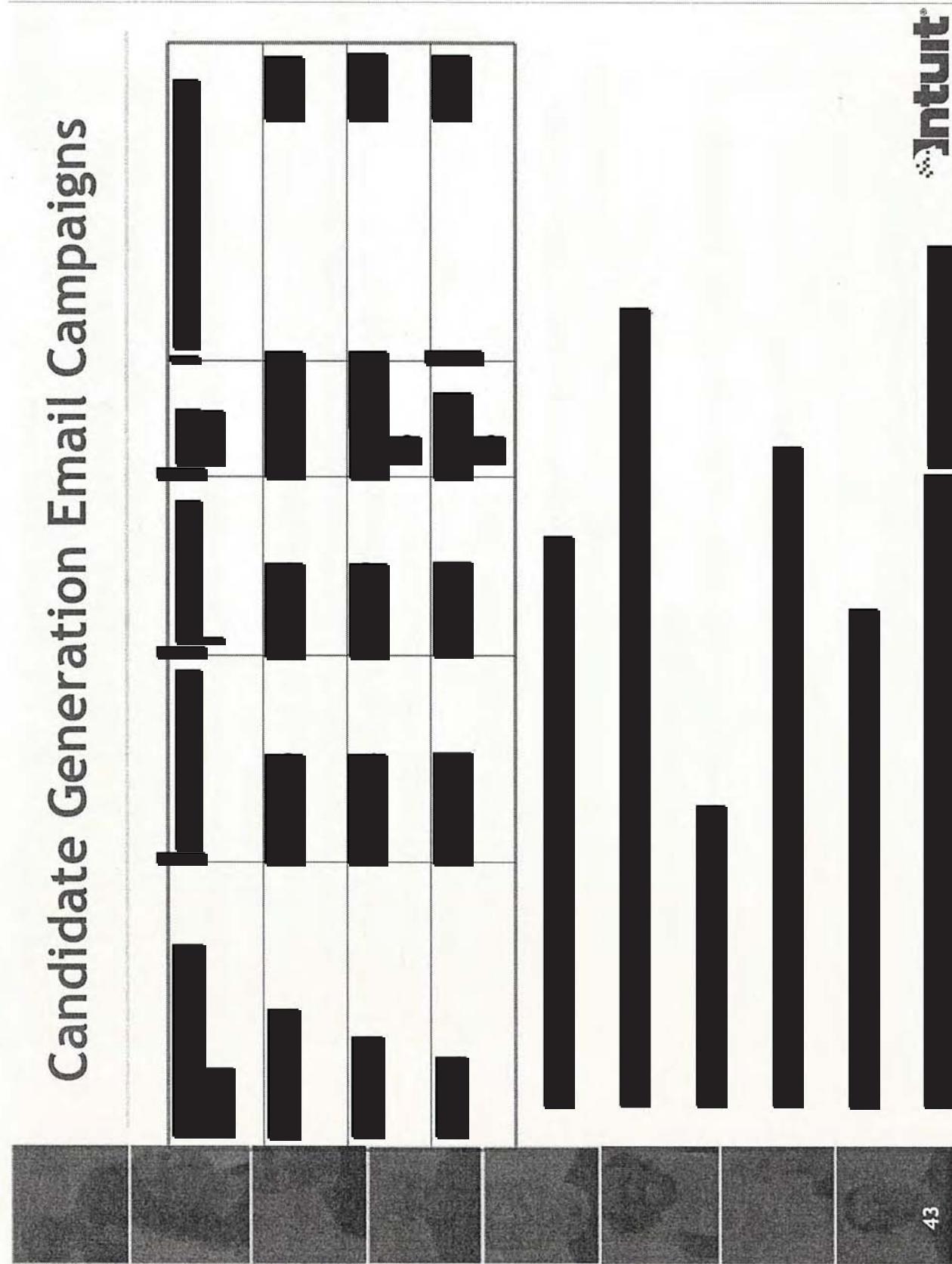
Can Generation Driven Social Networking

Events YTD: (since November on)



Social Networks Successfully Built:





Name Generation Projects:

Name Generation Specialist: Mark Howard

Name Generation databases for:

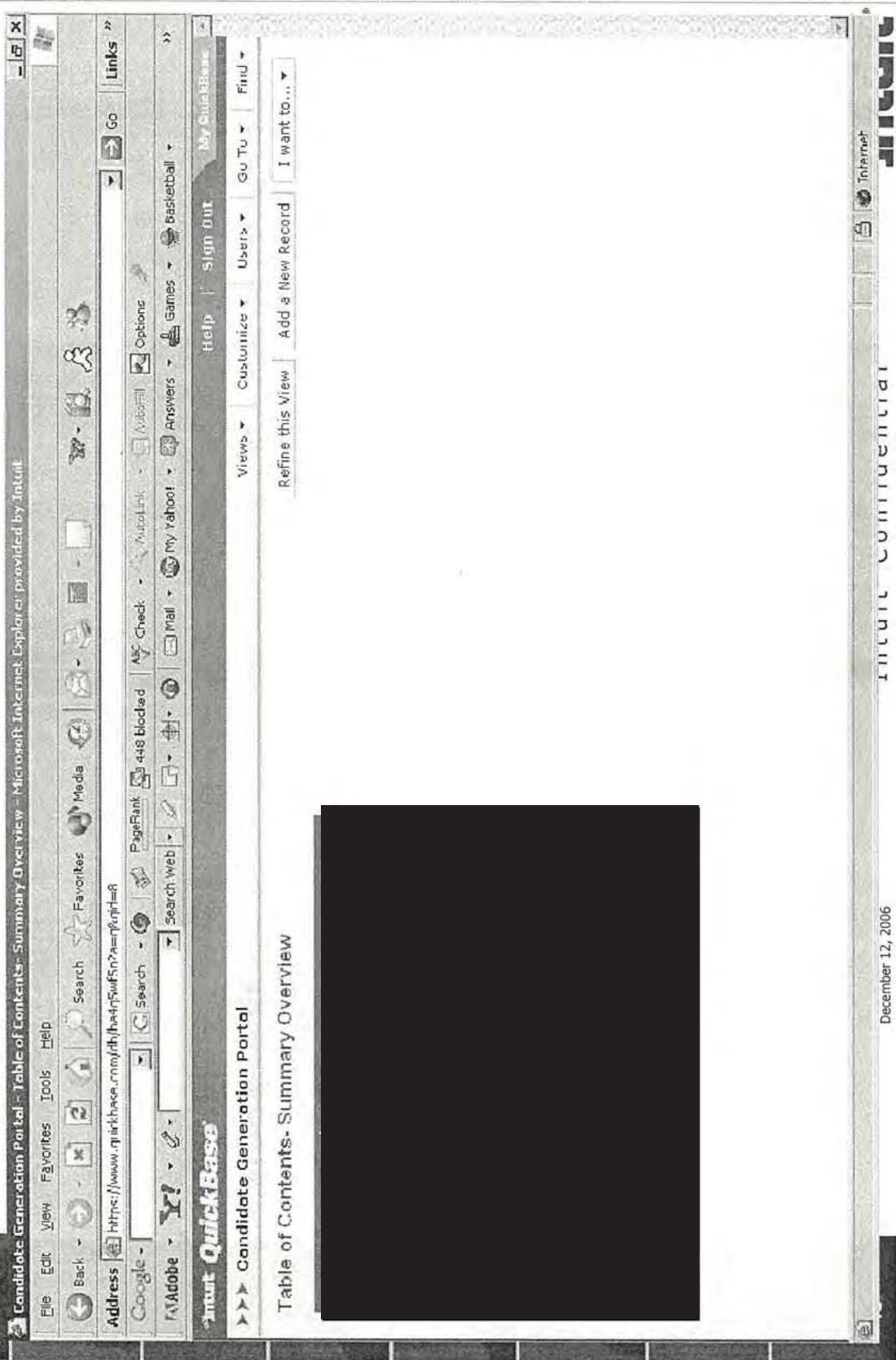


Training Launched: May 4th

We are currently piloting PILOT:

- Creating and executing on user test scenarios
- By 6 mos we should be able to dump all of our data in PILOT

CG Center of Excellence: (knowledge base)



2135.46